

## **MEMORANDUM OF AGREEMENT**

Agreement made this 21<sup>st</sup> day of June 2013 by and between the Borough of Hopatcong (herein "Borough") and Policemen's Benevolent Association Local 149 (herein "PBA"):

WHEREAS, the Borough and the PBA are parties to collective negotiation agreements covering the period January 1, 2009 to December 31, 2012; and

WHEREAS, the parties have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new labor contract; and

WHEREAS, the parties have reached agreement on terms and conditions for a new contract subject to ratification by the PBA membership and approval by the Governing Body; and

WHEREAS, the negotiating committees for the Borough and for the PBA unanimously agree to recommend said ratification and approval:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

I. Except as herein modified, the terms and conditions of the 2009-2012 contract between the parties shall remain in full force and effect.

II. **ARTICLE XIII, SALARIES<sup>1</sup>**

A: The following base pay increases shall be implemented:

Effective and retroactive to 1/1/13	1.75%
Effective 1/1/14	1.75%
Effective 1/1/15	1.75%

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<sup>1</sup> Salary Guides are attached to this MOA.



Effective 1/1/16

1.75%

B. All officers hired on or after 1/1/14 shall be placed on the attached 10 step salary guide.

C. New: "A patrol officer who works 2 full consecutive tours as officer in charge ("OIC") shall be paid Sergeant's pay for all hours worked as OIC commencing on the 1<sup>st</sup> day of the 3<sup>rd</sup> consecutive tour."

### III. ARTICLE XII, PROFESSIONAL DEVELOPMENT

Add to Paragraph D: "Officers hired after May 31, 2013 will not receive the Bachelor's Degree stipend of \$1500.00."

### IV. ARTICLE XVIII, POLICE SERVICES

Effective June 15, 2013, an officer's hourly rate on all side-jobs shall be increased to \$65.00, subject to the Governing Body's adoption of a fee ordinance.

### V. ARTICLE VII, INSURANCE

A. Correct paragraph 3 by changing "twenty-three (23)" to "twenty-six (26)".

B. Add a new Paragraph 8 as follows:

8. The Borough offers three medical programs to all employees: Aetna Patriot V Plan (QPOS Network); United Healthcare Select POS Plus Plan (Choice + Network); and Traditional. The benefit levels for these Plans shall be equal to that which was in effect as of May 31, 2013. Participation in the plans is subject to the conditions below.

a. Aetna Patriot V Plan (QPOS Network):  
Effective as soon as administratively possible and an open enrollment can be completed, but in no event later than January 1, 2014, the base plan to be provided to all officers (except those currently enrolled in the Traditional Plan) shall be the Aetna Patriot V Plan (QPOS Network) that is in effect as of 5/31/13. Officers enrolled in this plan shall only be responsible for any statutorily required premium sharing. Effective January 1, 2014, the co-pays for a primary care physician and specialist visits shall be increased to \$10.00 and emergency room visits (if not admitted to the hospital) to \$25.00.



b. United Healthcare Select POS Plus Plan (Choice + Network): Employees who choose to remain in this Plan after the open enrollment referred to in paragraph a, above, shall pay the difference in cost between the premium for the United Healthcare Select POS Plan (Choice+ Network) and the Aetna Patriot V Plan, plus any statutorily required premium sharing. Effective January 1, 2014, the co-pays for a primary care physician and specialist visits shall be increased to \$10.00 and emergency room visits (if not admitted to the hospital) to \$25.00.

c. Traditional Plan: Employees who were enrolled in the Traditional Plan as of May 31, 2013 may continue, at their option, to be enrolled in that plan and must pay any statutorily required premium sharing. If they elect to enroll in another plan, they may not re-enroll in the Traditional Plan. No other employees may enroll in the Traditional Plan.

C. Liability: Change “an Employer provided physical examination” to “a physical examination.”

V. **Article XVI, GRIEVANCE PROCEDURE**

Step One: Replace “immediate supervisor” with “Captain” in the 1<sup>st</sup> sentence and replace “supervisor” in the 2<sup>nd</sup> sentence with “Captain.”

VI. **ARTICLE XIX, REPLACEMENTS**

Replace paragraph C with the following:

C. The Chief of Police may, at his discretion, use Class 2 Special Police Officers under the following conditions:

1. For special events that are paid for by the Borough and not by an outside vendor;
2. For emergency traffic situations paid for by the Borough and not an outside vendor; and
3. As Court Officers in the Borough's Municipal Court.



If the Chief intends to assign Class 2 Specials to emergency traffic situations as set forth in paragraph 2, above, the Class 2 Specials shall be placed in the regular overtime rotation for full-time officers and shall be called in accordance with the regular overtime callout procedures.

For Court, if 1 Court Officer is required, the Chief may assign a Class 2 Special. If 2 Court Officers are required, the Chief may assign 2 Class 2 Specials. If 3 Court Officers are required, the Chief may assign 2 Class 2 Specials and shall assign 1 regular officer.

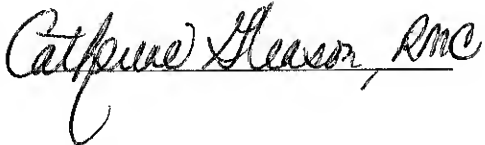
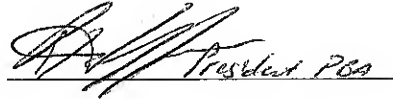
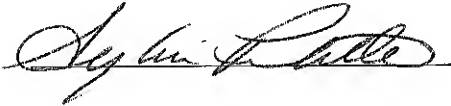
The PBA and the Chief agree to meet to establish a Court overtime call-in procedure.

VII. ARTICLE XXIII, TERM AND RENEWAL

January 1, 2013 through December 31, 2016.

FOR THE BOROUGH OF  
HOPATCONG

FOR PBA LOCAL 149:





# PBA 149 SALARY GUIDES

For Officers hired on or after 1-1-2010 (Not including Longevity & Sr. Officer)					
Step	Current	1/1/2013	1/1/2014	1/1/2015	1/1/2016
		1.75%	1.75%	1.75%	1.75%
Patrol					
Start	\$38,751	\$39,429	\$40,119	\$40,821	\$41,536
Grade 7	\$46,538	\$47,352	\$48,181	\$49,024	\$49,882
Grade 6	\$54,326	\$55,277	\$56,244	\$57,228	\$58,230
Grade 5	\$62,114	\$63,201	\$64,307	\$65,432	\$66,577
Grade 4	\$69,902	\$71,125	\$72,370	\$73,636	\$74,925
Grade 3	\$77,690	\$79,050	\$80,433	\$81,841	\$83,273
Grade 2	\$85,477	\$86,973	\$88,495	\$90,044	\$91,619
Grade 1	\$93,267	\$94,899	\$96,560	\$98,250	\$99,969
Sergeant					
Upon promotion	\$96,945	\$98,642	\$100,368	\$102,124	\$103,911
2nd Year	\$101,448	\$103,223	\$105,030	\$106,868	\$108,738
Lieutenant					
Upon promotion	\$104,541	\$106,370	\$108,232	\$110,126	\$112,053
CAPTAIN					
Upon promotion	\$108,732	\$110,635	\$112,571	\$114,541	\$116,545
2nd Year	\$112,852	\$114,827	\$116,836	\$118,881	\$120,961



# PBA 149 SALARY GUIDES

For Officers hired before 1-1-2010 (Not including Longevity & Sr. Officer)					
Step	Current	1/1/2013	1/1/2014	1/1/2015	1/1/2016
		1.75%	1.75%	1.75%	1.75%
Patrol					
Start	\$57,918	\$58,932	\$59,963	\$61,012	\$62,080
Grade 5	\$69,776	\$70,997	\$72,240	\$73,504	\$74,790
Grade 4	\$74,162	\$75,460	\$76,780	\$78,124	\$79,491
Grade 3	\$77,611	\$78,969	\$80,351	\$81,757	\$83,188
Grade 2	\$81,053	\$82,471	\$83,915	\$85,383	\$86,877
Grade 1	\$93,267	\$94,899	\$96,560	\$98,250	\$99,969
Sergeant					
Upon promotion	\$96,945	\$98,642	\$100,368	\$102,124	\$103,911
2nd Year	\$101,448	\$103,223	\$105,030	\$106,868	\$108,738
Lieutenant					
Upon promotion	\$104,541	\$106,370	\$108,232	\$110,126	\$112,053
CAPTAIN					
Upon promotion	\$108,732	\$110,635	\$112,571	\$114,541	\$116,545
2nd Year	\$112,852	\$114,827	\$116,836	\$118,881	\$120,961



# PBA 149 SALARY GUIDES

For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)						
Step	1/1/2014	1/1/2015	1/1/2016			
		1.75%	1.75%			
Patrol						
Start	\$40,119	\$40,821	\$41,535			
Grade 9	\$46,390	\$47,202	\$48,028			
Grade 8	\$52,661	\$53,583	\$54,520			
Grade 7	\$58,932	\$59,963	\$61,013			
Grade 6	\$65,203	\$66,344	\$67,505			
Grade 5	\$71,474	\$72,725	\$73,997			
Grade 4	\$77,745	\$79,106	\$80,490			
Grade 3	\$84,016	\$85,486	\$86,982			
Grade 2	\$90,287	\$91,867	\$93,475			
Grade 1	\$96,560	\$98,250	\$99,969			
Sergeant						
Upon promotion	\$100,368	\$102,124	\$103,911			
2nd Year	\$105,030	\$106,868	\$108,738			
Lieutenant						
Upon promotion	\$108,232	\$110,126	\$112,053			
CAPTAIN						
Upon promotion	\$112,571	\$114,541	\$116,545			
2nd Year	\$116,836	\$118,881	\$120,961			

The steps in this salary guide are equalized.



**HOPATCONG BOROUGH  
RESOLUTION #2013-160**

**RESOLUTION OF THE GOVERNING BODY  
OF THE BOROUGH OF HOPATCONG REGARDING  
HOPATCONG BOROUGH PBA LOCAL 149 AGREEMENT**

**WHEREAS**, the previous contract between the Borough of Hopatcong and the Hopatcong Borough PBA Local 149 expired on December 31, 2012;


**WHEREAS**, the parties have negotiated and reached a tentative agreement subject to approval by the Mayor and Council;

**WHEREAS**, a copy of the proposed Memorandum of Agreement showing the changes to the previous contract is attached hereto;

**NOW THEREFORE IT BE RESOLVED** by the governing body of the Borough of Hopatcong that the Mayor and Clerk are authorized to enter into a new contract between the Borough of Hopatcong and PBA Local 149 consistent with the terms of the previous contract as amended by the attached Memorandum of Agreement.

**CERTIFICATION**

I, **CATHERINE GLEASON**, Borough Clerk of the Borough of Hopatcong, County of Sussex, and State of New Jersey, do hereby certify the foregoing to be a true and correct copy of a Resolution adopted by the Borough Council of the Borough of Hopatcong, County of Sussex, State of New Jersey, at a regular meeting of said Council held on June 19, 2013.

  
Catherine Gleason, Clerk